



NC (CRF) CAREER PATH

The NC (Career Recruiting Force) rating is not open to the incoming recruit. This rating requires a thorough knowledge of the Navy organization, including personnel and administrative procedures and policies. Because the NC rating accepts only second class petty officers and above, it is not open to first-term enlistees. A Navy person who intends to apply for this rating must have experienced the total environment of the Navy. The individual's background must clearly indicate familiarity with sea duty, first-hand knowledge of varied aspects of Navy life and duties gained through participation in a wide range of activities and assignments and a high level of leadership as well as comprehension of diverse assigned duties. Navy Counselors offer guidance to Navy personnel aboard ships and shore facilities. They manage the career information program in a unit or on a staff.

Duties performed by NC's include: Interviewing personnel; career counseling; preparing and delivering presentations; organizing, training, motivating and managing an aggressive career information program; establishing and maintaining liaison with military and civilian agencies; recruit civilian personnel into the Navy.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	NCCM	21.0 Yrs	CMC	36	7 th Shore Tour (CONUS) National Chief Recruiter, Chief Recruiter, CNRC/Region Staff.
24-26	NCCM NCCS	21.0 Yrs 17.0	CMC/CWO	36	6 th Shore Tour (CONUS) 2 nd Chief Recruiter/ Assistant Chief Recruiter Tour, CNRC/Region Staff.
20-24	NCCM NCCS NCC	21.0 Yrs 17.0 13.0	LDO/CWO/CMC	36	5 th Shore Tour (CONUS) 1 st Chief Recruiter/Assistant Chief Recruiter, Assistant National Chief Recruiter, Region Trainer/Senior District Trainer.
16-20	NCCS NCC NC1	17.0 Yrs 13.0 9.3	MECP, LDO/CWO	36	4 th Shore Tour (CONUS) Region Trainer, CNRC Staff, Navy Motor Sports Coordinator, Zone Supervisor.
12-16	NCCS NCC NC1	17.0 Yrs 13.0 9.3		36	3 rd Shore Tour (CONUS) Zone Supervisor, RINC Large 4 -8 manned station, LPTS, District Trainer.
8-12	NCC NC1 NC2	13.0 Yrs 9.3 7.0		36	2 nd Shore Tour (CONUS) Recruiter In Charge small 1-2/med 2-4 station manned, DEP Coordinator Recruiter.
6-8	NC1 NC2	7.0 Yrs	MECP, Seaman to Admiral	36	1 st Shore Tour (CONUS) Recruiter, Recruiter In Charge small station 1-2 manned.
1-6	NOT OPEN TO	INCOMING	RECRUITS		
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NOTES:

1. Each member of the NC Career Recruiting Force (CRF) must first acquire the Canvasser Recruiter NEC of 9585 and complete a successful tour as a recruiter. If selected to the Career Recruiting Force, each member is required to attend a 5-week CRF Leadership Academy course.
2. Every member, prior to selection and becoming a CRF, must complete the Personnel Qualification Standard of Recruiter-In-Charge, a 6-12 month qualification process. Qualified personnel serve as leaders in one of the 1400 recruiting stations throughout the nation. The next level of qualification is Zone Supervisor, a 9-12 month qualification process. Upon qualification, member would be assigned as a Zone Supervisor in one of the 220 zones in the nation, leading and directing an average of 19 Sailors and responsible for 5-8 recruiting stations. 26 Senior Chief positions, one for each Navy Recruiting District is the next qualification level, a 9-12 month qualification process. The final qualification is the Master Chief position of Chief Recruiter. One for each of the 26 Navy Recruiting Districts, with a qualification process of 12-24 months.
3. CRF personnel do not have the traditional sea/shore rotation. Rather their rotation is on-production and off-production. On production is defined as having an individual goal to access someone into the Navy, or responsible for a larger goal in a Recruiting Station consisting of a group of 2-7 recruiters. A zone consisting of a group of 5-8 recruiting stations, or a Recruiting District comprised of 100-250 recruiters, 35-50 stations and 7-11 zones. These are our front line positions and billets.
4. As there are more challenging recruiting areas throughout the nation, it is desirable for a CRF member to have varying geographically assigned duty stations. This ensures a diversified recruiting experience. Repeated tours in the same geographical location aren't desired, unless individual progresses in billet complexity.
5. Career enhancing billets would include any staff position, as these positions require a minimum of 2 years of successful experience as a Zone Supervisor. Region Staff training billets are high op-tempo TAD required. Providing direct support and training to one half the Nation for mission attainment. CNRC Staff are all Flag command screened positions that provide inspections, training, marketing and leadership throughout the entire CNRC organization. Command Trainer billet requires a formal certification process to hold billet. In addition, a bi-annual assessment and proficiency review is required to retain certifications. Instructor duty at Navy Orientation Recruiting Unit, providing initial training to all Sailors assigned to recruiting duty. Senior CRF personnel are assigned as instructors at NORU' Leadership Academy
6. Acronyms:
 - a. CR – Chief Recruiter
 - b. ACR-Assistant Chief Recruiter
 - c. CT- Command Trainer
 - d. RINC-Recruiter In Charge
 - d. NTT- National Training Team
 - e. LPTS-Leads Production Tracking
 - F. NORU- Navy Orientation Recruiting Unit